

**LAW ENFORCEMENT STANDARDS BOARD (LESB)
QUARTERLY BOARD MEETING**

MINUTES – SEPTEMBER 4, 2019

ATTENDANCE:

LESB MEMBERS

Chris Domagalski
Jean Galasinski
Scott Parks
Kurt Picknell
Tina Virgil
Michelle Viste
Laura Washer
Ed Whealon
Anna Ruzinski
Todd Schaller
Charles Tubbs
James Small

VIA PHONE CONFERENCE

ABSENT MEMBERS

Jennifer Harper
Robert Hughes
Anthony Burrell

STAFF

Mike Steffes
Dana Vike
Stacy Lenz
Katie Maule
Jerry Mullen
Stephanie Pederson
Thessa Phillips
Shelly Sandry
Dan Ruzinski
Frank Sullivan
Ronald Betley
Sue Fischbach

Guests: Robert Botsch, Don Jensen, Nicholas Schad, Debra Reukauf, Justin Mc Limans, Jeffrey Alvin, Larry Bogle, Paul Matl

Presenters: Brad Rollo

- 1. Introductions** – Christopher Domagalski called the meeting to order at 10:00 am.
- 2. Proof of Posting of Meeting Notices**
The meeting notice publication procedures were followed in compliance with Wis. Stat. §19.84.
- 3. Review and Approve Minutes for the June 4, 2019 Meeting of the LESB**

Motion to approve minutes and motions of the June 4, 2019 Quarterly meeting of the LESB. Move by Anna Ruzinski, second by Kurt Picknell. Motion carried unanimously.

4. Training and Standards Bureau (TSB) Quarterly Report

Certified Officers:

At the end of the fourth quarter of Fiscal Year 19 there were a total of **16,338** Active, Primary, Certified Officers.

Below is a breakdown of officers by assignment.

Officer by Assignment	Total
Tribal Law Enforcement	85
Law Enforcement	12,170
Jail Officer	2,103
Secure Juvenile Detention (SJD)	158

Law and Jail	1,545
Law and SJD	0
Law, Jail and SJD	5
Jail and SJD	272
Total Active, Primary and Certified	16,338

Staff Note: As of August 7, 2019, there are 3,580 LESB Certified Instructors. Many instructors are certified in several topics, therefore instructors may be counted more than once in the tables below. The technical colleges and employer-based academies also employ 203 LESB Certified Master Instructor Trainers (MITs). Again, there are MITs who are certified in several MIT topic areas who may be counted more than once in the MIT table below.

LESB Certified Instructors

Instructor Category	Certified Instructors
Law Enforcement Instructors	3,458
Jail Instructors	369
Juvenile Detention Instructors	198

Certified instructors in the Tactical Topics

Tactical Topics	Certified Instructors
DAAT (720)	910
Emergency Vehicle Operation & Control (EVOC)	763
Handgun	361
Handgun & Rifle	1,307
Officer Wellness	129
OMVWI/SFST	354
Principles of Subject Control (POSC)	177
Professional Communication Skills (PCS)	626
Scenarios	678
Tactical Emergency Casualty Care (TECC)	26
Tactical Response (720)	569
Vehicle Contacts	931

Master Instructor Trainers (MITs)

MIT Topics	Certified MITs
CJIDC	34
DAAT	38
EVOC	27
Handgun & Rifle	48
OMVWI/SFST	18
PCS	28
POSC	17
Scenarios	48
Tactical Emergency Casualty Care	9
Tactical Response	37
Vehicle Contacts	32

WILENET Quarterly Report:

The following WILENET Quarterly Report covers the month of July 2019. This quarter the WILENET.ORG website had about 937 users per day with about 29,059 unique IP addresses each month. Below is a list of the most visited pages from the month of July 2019.

Position	Page	Unique Page views
1	https://wilenet.org/	42,320
2	https://wilenet.org/html/login.html	31,967
3	https://wilenet.org/secure/html/index.html	30,078
4	https://wilenet.org/html/employment/index.jsp	25642
5	https://wilenet.org/html/employment/agenciesforposition.jsp?pt=Police+Officer	19,819
6	https://wilenet.org/html/employment/showopportunities.jsp	17,383
7	https://wilenet.org/html/employment/agenciesforposition.jsp?pt=Deputy+Sheriff	10,093
8	https://wilenet.org/html/employment/otherpositions.jsp	9,479
9	https://wilenet.org/secure/html/resources/doc/locintro.htm	7,019
10	https://wilenet.org/secure/html/doc/locator.jsp	6,334
11	https://wilenet.org/html/employment/agenciesforposition.jsp?pt=Police+Chief	6,179
12	https://wilenet.org/html/employment/agenciesforposition.jsp?pt=Police+Department+Management/Other	5,429
13	https://wilenet.org/index.html	5,120
14	https://wilenet.org/html/logonrequired.html	4,462
15	https://wilenet.org/html/employment/agenciesforposition.jsp?pt=Police+Department+Management/Other	4,322

5. Review of Executive Committee (EC) Meeting, Updates, Addenda and Final Actions

a. Review and Approve Minutes for the August 6, 2019 Executive Committee Meeting of the LESB

Motion to approve minutes and motions of the August 6, 2019 Executive Committee Meeting of the LESB. Move by Anna Ruzinski, second by Jean Galasinski. Motion carried unanimously.

- i. Review and Consider Addenda Requests for Waiver of Training and Education Requirements for Officers, Civilians, and Instructors; Requests for Extension of the time Limits to gain Employment for Officers and Civilians; and Requests for Extension of the time Limits to Complete Preparatory Training for Officers and Civilians.**

Preparatory Training Waiver Requests:

a. Bogle, Larry – Pre-employed

Staff recommends successful completion of the Reciprocity Examination and approval of the waiver of the three-year time frame to regain law enforcement employment for the following reasons:

- 1. Mr. Bogle’s request was received on 6/28/2019 – less than thirty days beyond his deadline.
- 2. Mr. Bogle has extensive experience in law enforcement (over thirty years) having worked both civilian and military law enforcement.

It is further recommended that Mr. Bogle pass the Reciprocity exam within six months of hire instead of the standard one year time frame. This is consistent with a previous approval of an extension of the three year time frame to regain law enforcement employment (Edith Hudson). The

waiver was approved contingent upon Hudson gaining compliance with LESB standards within six months of hire.

- b. Favreau, Jeffrey – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Mr. Favreau shall successfully complete the Reciprocity examination within the next year, no later than September of 2020. If he passes the exam, he will be certifiable in Wisconsin for one year from the date of the exam.
- c. Pixler, Ethan – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Mr. Pixler shall successfully complete the Reciprocity examination within the next year, no later than September of 2020. If he passes the exam, he will be certifiable in Wisconsin for one year from the date of the exam.
- d. Schultz, Michael – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Mr. Schultz shall successfully complete the Reciprocity examination within the next year, no later than September of 2020. If he passes the exam, he will be certifiable in Wisconsin for one year from the date of the exam.
- e. Schwartz, Andrew – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Mr. Schwartz shall successfully complete the Reciprocity examination within the next year, no later than September of 2020. If he passes the exam, he will be certifiable in Wisconsin for one year from the date of the exam.
- f. Serriteno, Gerardo – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Mr. Serriteno shall successfully complete the Reciprocity examination within the next year, no later than September of 2020. If he passes the exam, he will be certifiable in Wisconsin for one year from the date of the exam.
- g. Shepard, Jeffery – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Mr. Shepard shall successfully complete the Reciprocity examination within the next year, no later than September of 2020. If he passes the exam, he will be certifiable in Wisconsin for one year from the date of the exam.

Staff Note: Prior to the meeting, Mr. Shepard contacted Training and Standards to rescind his request to the LESB. Staff recommends withdrawing the waiver from LESB motions.
- h. Beahm, Brittany – Marquette County Sheriff's Office (Jail)
Staff recommends successful completion of the Jail Reciprocity Examination. Ms. Beahm shall successfully complete the Reciprocity Examination within her probationary period and no later than 4/28/2020.
- i. Hall, Nathan – Menomonee Falls Police Department
Staff recommends successful completion of the Reciprocity Examination. Mr. Hall shall successfully complete the Reciprocity Examination within his probationary period and no later than 8/26/2020.
- j. Kantner, Cole – Appleton Police Department
Staff recommends successful completion of the Reciprocity Examination. Mr. Kantner shall successfully complete the Reciprocity Examination within his probationary period and no later than 5/20/2020.

k. Schad, Nicholas – East Troy Police Department

Staff recommends **against** granting the waiver. The basis for the recommendation follows:

1. The waiver request is for a period of eight months based on the deadline of 12/3/2018. This is beyond a de minimis request of thirty days or less.
2. Mr. Schad completed the 520 hour academy. The curriculum has since been updated to 720 hours and completion of the academy should be required to ensure Mr. Schad is prepared for duty as a law enforcement officer; particularly in light of his relative inexperience.
3. Mr. Schad's assertion that he was unaware of the requirement to re-gain law enforcement employment within three years of completing preparatory training is not the basis for a waiver and the establishment of a precedent contrary to the LESB standards.
4. A precedent has been established from the June 2019 LESB meeting resulting in the denial of two waiver requests that were factually similar to Mr. Schad's request.

Discussion:

Nicholas Schad is present to address the LESB. Mr. Schad states that he was employed at Vilas County as a dual certified officer but primarily worked in the jail. Mr. Schad applied with the East Troy Police Department so that he could transition from a part time deputy to a full time patrol officer.

East Troy Police Chief Don Jensen is present to support Nicholas Schad's waiver request. Chief Jensen states that Mr. Schad resigned one month early from Vilas County Sheriff's Office so he could complete the pre-employment requirements for East Troy Police Department.

The LESB notes the difference in this waiver request compared to previous requests. Mr. Schad requires a waiver because he had a short lapse of employment while transitioning to a different agency, not because he is coming back to employment after a long period of time.

Motion to amend staff recommendations for Nicholas Schad and grant the waiver request. Move by Laura Washer, second by Kurt Picknell. Motion carried unanimously.

Staff Note: Training and Standards has an article pending for the next Law Enforcement Bulletin to remind agencies that if an officer has less than one year of law enforcement employment following graduation, their three year time to re-gain employment is based on the date of graduation.

Motion to approve staff recommendations for the remaining waiver requests. Move by Anna Ruzinski, second by Laura Washer. Motion carried unanimously.

Time to Complete Preparatory Training Extension Requests

- a. Tester, Josh – Columbia County Sheriff's Office
Staff recommends Joshua Tester receive an extension until 7/1/2020 to allow him to complete preparatory training.
- b. Hollander, Noah – Fall River/Rio Police Department
Staff recommends Noah Hollander receive an extension until 6/1/2020 to allow him to complete preparatory training.
- c. Haske, Jordan – Fall River/Rio Police Department
Staff recommends Jordan Haske receive an extension until 6/1/2020 to allow him to complete preparatory training.

- d. Smith, Steven – Manitowoc County Sheriff's Office
Staff recommends Steven Smith receive an extension until 12/1/2019 to allow him to complete preparatory training.
- e. LeDoux, Credence – Northwest Regional Juvenile Detention Center
Staff recommends Credence LeDoux receive an extension until 12/1/2019 to allow him to complete preparatory training.
- f. Adams, Breanna – Rock County Regional Juvenile Detention Center
Staff recommends Breanna Adams receive an extension until 10/1/2020 to allow her to complete preparatory training.
- g. Deich, Dustin – Rock County Regional Juvenile Detention Center
Staff recommends Dustin Deich receive an extension until 3/1/2020 to allow him to complete preparatory training.
- h. Garey, Nicholas – Rock County Regional Juvenile Detention Center
Staff recommends Nicholas Garey receive an extension until 11/1/2020 to allow him to complete preparatory training.
- i. Green, Jonathan – Rock County Regional Juvenile Detention Center
Staff recommends Jonathan Green receive an extension until 3/1/2020 to allow him to complete preparatory training.
- j. Hereford, Veronica – Rock County Regional Juvenile Detention Center
Staff recommends **against** granting a time limit waiver to complete preparatory training for Hereford for the following reasons:
 - No justification has been provided by Rock County Juvenile Detention Center;
 - There is no plan to send her to preparatory training;
 - The request is unreasonable for the reasons cited and Hereford is beyond four years since her initial date of hire.
- k. Morton, Nikia – Rock County Regional Juvenile Detention Center
Staff recommends **against** granting a time limit waiver to complete preparatory training for Morton for the following reasons:
 - No justification has been provided by Rock County Juvenile Detention Center;
 - There is no plan to send her to preparatory training;
 - The request is unreasonable for the reasons cited and Morton is beyond three years since her initial date of hire.
- l. Smith, Tatiana – Rock County Regional Juvenile Detention Center
Staff recommends **against** granting a time limit waiver to complete preparatory training for Smith for the following reasons:
 - No justification has been provided by Rock County Juvenile Detention Center;
 - There is no plan to send her to preparatory training;
 - The request is unreasonable for the reasons cited and Smith is beyond two years since her initial date of hire.
- m. Burch, Samantha – Rusk County Sheriff's Office

Staff recommends Samantha Burch receive an extension until 6/1/2020 to allow her to complete preparatory training.

- n. Buchanan, Troy – Waushara County Sheriff's Office
Staff recommends Troy Buchanan receive an extension until 3/1/2020 to allow him to complete preparatory training.

Motion to accept staff recommendations for Time to Complete Preparatory Training Extension Requests. Move by Anna Ruzinski, second by Laura Washer. Motion carried unanimously.

College Credit Waiver Requests

- a. Stevens, Kevin – Law Enforcement Academy
Staff recommends Mr. Stevens receive a waiver for five college credits.

Motion to accept staff recommendations for College Credit Waiver Requests. Move by Laura Washer, second by Jean Galasinski. Motion carried unanimously.

Instructor Waiver Requests

- a. Naylor, Andy – Madison Police Department
Staff recommends against extending the instructor update requirement beyond September 1, 2019. In order to be eligible for certification as an instructor Detective Naylor will be required to attend the Criminal Justice Instructor Development Course and any topic specific instructor courses again. In addition, he will be required to submit a request for instructor certification (form DJ-LE-317) within two years of completing each instructor course.

Motion to accept staff recommendations for Instructor Waiver Requests. Move by Anna Ruzinski, second by Laura Washer. Motion carried unanimously.

6. Request to Certify/Recertify/Register/Retroactively Certify/Rescind Law Enforcement Officers, Tribal Law Enforcement Officers, Jail Officers, Secure Juvenile Detention Officers and Instructors

Officer Certification Summary Report:

Total Officers Meeting Certification Requirements = 319

- Law Enforcement Officers (FT/PT) – 218
- Retroactive Certifications (FT/PT) – 3
- Tribal Law Enforcement Officers (FT/PT) – 1
- Jail Officers – 86
- Secure Juvenile Detention Officers – 11

Rescinded Certifications – 1

Instructor Certification and Recertification Summary Report

Total Instructor Applicants = 725

- New Instructors & Instructors Adding Additional Certifications – 335
- New Credentialed Instructor Registrants & Credentialed Instructors Adding Additional Registrations - 34
- New Master Instructors – 10
- Recertified Instructors and Credentialed Instructor Registration Renewals - 326
- Recertified Master Instructors - 20

Motion to certify officers and instructors as recommended by staff. Move by Anna Ruzinski, second by Laura Washer. Motion carried unanimously.

7. New Business

a. Certify/Recertify Basic Training Schools/Academies

According to Wisconsin Administrative Code § LES 4.01(1), training schools (technical colleges and employer-based academies) are certified for a period of two (2) years, subject to renewal. Blackhawk Technical College, DNR Recruit Warden Academy, Wisconsin State Patrol Academy, and the Milwaukee Police Academy are due for recertification.

No major discrepancies were noted, and Blackhawk Technical College, DNR Recruit Warden Academy, Wisconsin State Patrol Academy, and the Milwaukee Police Academy are all recommended for full recertification for two additional years, until September 2021.

Motion to recertify Blackhawk Technical College, DNR Recruit Warden Academy, Wisconsin State Patrol Academy, and the Milwaukee Police Academy until September 2021. Move by Scott Parks, second by Ed Whealon. Motion carried unanimously.

b. Recommend Officer Decertification for Failure to Complete Minimum Annual Recertification Training Hours Including the Handgun Qualification Requirement and/or Biennial Vehicle Pursuit Training for FY19

Staff presented the LESB with a list of officers recommended for decertification for not completing recertification requirements after being on leave of absence for two or more years.

Jayson Schenker, who has returned from leave with Waukesha County Juvenile Detention Center, requests three additional months to complete seven hours of training. Staff recommends in favor of this request.

Staff also presented the LESB with a list of officers recommended for decertification for failure to meet recertification training requirements for fiscal year 2019. Staff recommends removing Tina Anrig from the list as she resigned from Douglas County Sheriff's Office effective August 6, 2019. In addition, staff recommends removing Mitchell Rhiel and Darrin Wearing as they completed the missed trainings on September 3, 2019.

Motion to approve staff recommendations to decertify officers who failed to complete annual recertification training excluding Tina Anrig, Mitchell Rhiel, and Darrin Wearing and to approve the request for Jayson Schenker. Move by Ed Whealon, second by Anna Ruzinski. Motion carried unanimously.

c. Recommend Officer Recertification for Late Completion of FY19 Annual Recertification Training Hours Including the Handgun Qualification Requirement and/or Biennial Vehicle Pursuit Training Between July 1, 2019 and September 3, 2019

The LESB asks staff to notify agencies that should non-compliance occur again, the Board will move to decertify their officers. In addition, Training and Standards is directed to track the non-compliant agencies for any recurrence of missed training.

Motion to recertify officers who have completed FY19 annual recertification training between July 1, 2019 and September 3, 2019. Move by Scott Parks, second by Laura Washer. Motion carried unanimously.

d. Investigation into Possible Instructor Misconduct at Western Technical College

The LESB was briefed on an ongoing dispute between the La Crosse Police Department and an instructor at Western Technical College. The college stated that a third-party investigation has been active since November 2018 and will share its findings with Training and Standards upon completion.

Based on current findings, Training and Standards has determined that there is no basis to decertify the instructor. La Crosse PD has stated that they have had to re-train their recruits in DAAT after completing the academy, however, they have not followed up with specifics or proof of insufficient training. The current field representative for the region, Dave Holmes, monitored training provided by the instructor along with Ron Betley, the Bureau's new Education Consultant for Tactical Skills training topics. No discrepancies were found between what was being taught and the LESB-approved curriculum.

The instructor has been employed with the college for ten years and has had no documented issues during that time.

Meanwhile, Training and Standards has approved for three recruits to attend Chippewa Valley Technical College and the agency has now asked to send two more. The LESB thinks the agency should cover the costs of sending the recruits outside of their technical college region.

Training and Standards will keep the LESB updated on the state of affairs.

8. Current Projects

a. Division of Law Enforcement Services (DLES) Updates

i. Crime Information Bureau (CIB) – Deputy Director, Brad Rollo

- The Firearms Unit has conducted 89,907 handgun transfer background checks so far this year. These transactions include firearms dealers calling the Handgun Hotline with prospective buyers.
- As of August 31, 2019 there are 367,541 valid CCW licenses in the state and the applications keep coming in at a steady rate.
- The TIME System has about 168,000 transactions per day. The CIB hot files contain 78,238 misdemeanor warrants and 16,470 felony warrants.
- CIB Projects:
 - ❖ The TIME System Advisory Committee has determined that six months is an appropriate amount of time for CIB to keep expired CCW licenses. Beginning early next year, CIB will be purging CCW licenses that have been expired for longer than six months. Agencies will be notified before purging begins.
 - ❖ The Criminal History Unit is still in development for the Automated Fingerprint Identification System (AFIS) upgrade to a cloud-based system. CIB has a potential go-live date of February 2020. The algorithm of fingerprint matching, ease of use, and updated technology behind the scenes will improve with this upgrade.
 - ❖ The DOJ has been migrating information to two different data centers to create a redundancy and reduce outages in the future. On October 6, 2019, CIB will migrate the TIME System "Message Switch" to an off-site data center. The "Message Switch"

is a crucial function that circulates queries to and from the TIME System. There will be an outage broadcast to all agencies.

- ii. Bureau of Justice Information and Analysis (BJIA) – Deputy Administrator, Mike Steffes
 - The Chapter 51 Emergency Detention survey has received 115 responses on the in-depth data collection effort. BJIA has noted that larger agencies and sheriff's departments are reluctant to share the data because of how much information they will have to gather.
 - Sheriff Kurt Picknell has offered to assist BJIA with contacting some sheriff's departments to encourage them to participate. The data collection is critical to the discussion with the legislature and facilitate change.
 - On November 1, 2019, BJIA will distribute a survey on how many agencies meet the UCR compliance.
 - BJIA is in the final phases of hiring a new director.

- iii. Training and Standards Bureau (T&S) Update – Certification & Curriculum Supervisor, Dana Vike
 - The DAAT and POSC Sub-Committee meeting was held on September 3, 2019. T&S has ideas on how to combine the two disciplines. The full Tactical Skills Advisory Committee will be meeting on September 6, 2019 and will continue the discussion.
 - T&S has held interviews for the Sexual Assault Kit Initiative (SAKI) Trainer and staff hopes to fill the position soon.
 - The first Instructor Update of fall 2019 is September 5th at the Wisconsin State Patrol Academy.
 - The annual recertification audit is complete and there are still about 46 agencies who have not filed for recertification in Acadis.
 - The Annual Jail Administrators Conference will be on October 9 - October 11, 2019 at the Paper Valley Hotel in Appleton.
 - Shelly Sandry is working on a training conference for new Jail Administrators, which will be offered in Madison on November 11-November 14, 2019.
 - Stephanie Pederson is working on revising the First Line Supervisor for Law Enforcement curriculum and Shelly Sandry is creating the First Line Supervisor for Jail Officer curriculum. T&S would like to meet with the Leadership & Management Advisory Committee to discuss the curriculum.
 - Naloxone Training curriculum for the academies has been available since August 1, 2019. The 2019/2020 Instructor Updates will hold sessions on Naloxone administration for instructors.
 - EVOC videos will be taken to the Patrol Procedures Advisory Committee for approval on October 1, 2019 and will hopefully be posted to Wilenet by the end of the year.
 - Ronald Betley is working with the Tactical Skills Advisory Committee to update the DAAT videos.

9. Public Comment/Roundtable

Stacy Lenz sent out an LPO survey to all chiefs and sheriffs to gather information on whether to continue offering LPO and if they would be willing to pay more to attend. Ms. Lenz also presents the following events to the LESB:

- CIB Conference will be held at the Radisson in Green Bay on September 11-September 13, 2019.
- Vision 2029 will be held at the Harley Davidson Museum in Milwaukee on October 7 - October 9, 2019.
- Opioid and Meth Summit will be held at the Grand Geneva Resort in Lake Geneva on October 15 -October 16, 2019.

- Investigating Domestic Violence Summit will be at the Concourse Hotel in Madison on November 5 - November 7, 2019.
- The Attorney General's Emergency Detention Summit will be held at Union South in Madison on October 31, 2019.

Chairman Domagalski welcomes Charles Tubbs and James Small as new members to the Law Enforcement Standards Board.

10. Adjournment

Motion to adjourn. Move by Jean Galasinski, second by Ed Whealon. Motion carried unanimously.



Tina R. Virgil
Secretary

Minutes taken by Katie Maule.